

# ANNUAL PUBLIC FILE EEO REPORT

## KVDA TV-60

Call Sign of Station(s): KVDA 4/1/2017– 3/31/2018

1. List all full-time job vacancies filled by any station covered by this report during the past year.

- 31885BR Account Manager
- 31886BR Account Manager
- 31887BR Executive Producer
- 32194BR Producer
- 32550BR Weather/VJ
- 32551BR Weather/Anchor
- 32641BR IT Analyst
- 33139BR Video Journalist
- 33188BR Video Journalist
- 33519BR National Sales Assistant
- 33676BR Producer
- 35648BR News Anchor
- 36438BR Producer
- 38306BR Weather/Anchor
- 38307BR Anchor/Video Journalist

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

54 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCUniversal Website	43
Employee Referral	4
Career Builder.com	0
Internal	7
TVJobs.com	0

YOH Managed Staffing	0
Americas Job Bank	0

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

### **JOB FAIRS AND CAREER DAYS**

#### **Asian American Journalists Association**

**7/26-7/29/2017**

James Arroyave, Talent Acquisition Recruiter attended AAJA in Philadelphia PA

Estimated attendance: 100+

#### **National Association of Black Journalist**

08/9-08/13/2017

James Arroyave attended NABJ.

#### **National Association Hispanic Journalists**

9/07-9/09/2017

James Arroyave, Talent Acquisition Recruiter and Adolfo Segura KVDA's News Director attended NAHJ in Anaheim CA. Both Adolfo and James Arroyave conducted a meet and greet and interviewed prospective employees.

Estimated attendance: 1000+

#### **Online News Association**

10/05-10/07/2017

James Arroyave, Talent Acquisition Recruiter attended ONA in Washington DC

## **Student Veteran Association**

1/02-06/2018

James Arroyave, Talent Acquisition Recruiter attended SVA in San Antonio, TX

## **Investigative Reporters & Editors Conference**

6/22-6/25/2017

Adolfo Segura, News Director  
attended the IRE Conference in Phoenix AZ

Adolfo Segura, News Director shared openings for VJ and Weather Journalist on linked in.com

Information about job openings was shared with San Antonio Association of Hispanic Journalists

## **Community Outreach**

Jose Suarez, President & GM served as a panelist at the AMS Annual meeting in Austin on 1/08/2018. The session focused on building your career especially for early career folk.

## **Station Website**

KVDA has an EMPLOYMENT (JOBS) space on its page with a link to NBCUnicareers.com.

## **EMPLOYEE EEO TRAINING**

The Stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. The TV stations of NBCUniversal continue to regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination, including ongoing Diversity and Inclusion training, Integrity training and Code of Conduct training.

## **INTERNAL SKILLS ENHANCEMENT PROGRAMS**

Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following training opportunities: the Talent Lab and the Harvard Manage Mentor Tool. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 31885BR Account Manager

Date Job Filled: July 21, 2017

Recruitment Source

That Referred

Ultimate Hire: External/Industry Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:alexander.lopez@nbcuni.com">alexander.lopez@nbcuni.com</a>	Alex Lopez	786-585-8348	No
<b>Americas Job Bank</b>	<a href="mailto:alexander.lopez@nbcuni.com">alexander.lopez@nbcuni.com</a>	Alex Lopez	786-585-8348	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 31886BR Account Manager

Date Job Filled: May 10, 2017

Recruitment Source  
That Referred

Ultimate Hire: Current NBC Universal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:alexander.lopez@nbcuni.com">alexander.lopez@nbcuni.com</a>	Alex Lopez	786-585-8348	No
<b>Americas Job Bank</b>	<a href="mailto:alexander.lopez@nbcuni.com">alexander.lopez@nbcuni.com</a>	Alex Lopez	786-585-8348	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 31887BR Executive Producer

Date Job Filled: May 5, 2017

Recruitment Source  
That Referred

Ultimate Hire: Current NBCUniversal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV- 60

Job Title: 32194BR    Producer

Date Job Filled: April 4, 2017

Recruitment Source  
That Referred

Ultimate Hire: NBCUnicareers.com

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e- mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers. com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nb cuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nb cuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya @nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 32550BR Weather/VJ

Date Job Filled: April 18, 2017

Recruitment Source  
That Referred

Ultimate Hire: Current NBCUniversal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	Jamnes Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV- 60

Job Title: 32551BR Weather/Anchor

Date Job Filled: April 3, 2017

Recruitment Source  
That Referred

Ultimate Hire: Current NBC Universal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 32641BR IT Analyst

Date Job Filled: June 28, 2017

Recruitment Source  
That Referred

Ultimate Hire: NBCUnicareers.com

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 33139BR Video Journalist

Date Job Filled: April 18, 2017

Recruitment Source

That Referred

Ultimate Hire: Job Fair

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela Montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 33188BR Video Journalist

Date Job Filled: October 15, 2017

Recruitment Source

That Referred

Ultimate Hire: External/ industry Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 33519BR National Sales Assistant

Date Job Filled: June 15, 2017

Recruitment Source  
That Referred

Ultimate Hire: NBCUnicareers.com

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:alexander.lopez@nbcuni.com">alexander.lopez@nbcuni.com</a>	Alexander Lopez	786-585-8348	No
<b>Americas Job Bank</b>	<a href="mailto:alexander.lopez@nbcuni.com">alexander.lopez@nbcuni.com</a>	Alejancer Lopez	786-585-8348	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 33676BR Producer

Date Job Filled: May 25., 2017

Recruitment Source

That Referred

Ultimate Hire: Former NBC Universal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 35648BR News Anchor

Date Job Filled: January 16, 2018

Recruitment Source  
That Referred

Ultimate Hire: Current NBC Universal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 36438BR Producer

Date Job Filled: November 02, 2017

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No



**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 38306BR Weather Anchor

Date Job Filled: January 09, 2018

Recruitment Source

That Referred

Ultimate Hire: External/Industry Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 38307BR Anchor/video Journalist

Date Job Filled: January 17, 2018

Recruitment Source  
That Referred

Ultimate Hire: Current NBCUniversal Employee

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone / e-mail</b>	<b>Has this source requested notices?</b>
<b>nbcunicareers.com</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Americas Job Bank</b>	<a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a>	James Arroyave	954-622-6839	No
<b>Internal Referral</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Internal Candidate</b>		Olga Aldape	Olga.aldape@nbcuni.com	No
<b>Tvjobs.com</b>	<a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a>			No
<b>YOH Managed Staffing</b>		Mariela Montoya	Mariela.montoya@nbcuni.com	No